

Salary Review for Middle Management and Technical Officers



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Scope of Work - Functions & Grades Covered

- MoF provided a list of 85 priority roles, distributed across the following grades and functions
- Role mapping was conducted based on job codes, using MoF's official pay scale document as a reference

Functions	Grades	
	GR3	
	GR3A	
	GR3B	
	GR4A	
Top Management	GR6	
	GR7	
	GR9	
	GR13	
	GR16	
	P2	
	P2A	
	P3	
	P4	
Royal Bahamas Police Force	P5	
<u>ronce ronce</u>	P6	
	P7	
	P8	
	P9	

Functions	Grades	
	DF2	
	DF2A	
	DF3	
	DF4	
Royal Bahamas Defence Force	DF5	
Detende Force	DF6	
	DF7	
	DF8	
	DF9	
	U1	
	U2	
Customs & Immigration Uniformed Personnel	U3	
	U4	
	U5B	
	U6B	

Functions	Grades
	PR1
Bahamas	PR2
Department of	PR3
<u>Correctional Services</u>	PR4
	PR6
	A1
	A6
Administrative	A8
<u>Personnel</u>	A18
	A20
	A22
Executive Personnel	X2

Functions	Grades	
	ES2	
	ES5	
Statistical Personnel	ES6	
	ES8	
	ES9	
	FA1	
	FA2	
	FA3	
Finance & Audit	FA4	
<u>Personnel</u>	FA5	
	FA6	
	FA7	
	FA8	

Scope of Work - Positions Covered (1/2)

Functions	Positions		
	Treasurer		
	Deputy Financial Secretary		
	Auditor General		
	Director of Internal Audit		
	Comptroller of Customs		
	Chief Valuation Officer & Comptroller		
	Senior Under Secretary I		
	Director of Labour		
	Director of Social Services		
	Director of Environmental Health Services		
	Director of NEMA		
Top Management	Senior Under Secretary II		
- inanagement	Budget Director		
	Director of Revenue		
	Director of Economic Planning		
	Under Secretary		
	Deputy Director of Budget		
	Deputy Director of Revenue		
	Deputy Permanent Secretary		
	Senior Assistant Budget Director		
	Senior Assistant Revenue Director		
	Assistant Budget Director		
	Assistant Director of Revenue		

Functions	Positions	
	Deputy Commissioner of Police	
	Senior Assistant Commissioner of Police	
	Assistant Commissioner of Police	
	Chief Superintendent of Police	
Royal Bahamas Police Force	Superintendent of Police	
	Deputy Superintendent of Police	
	Assistant Superintendent of Police	
	Chief Inspector	
	Police Inspector	
	Deputy Commodore, Defence Force	
	Captain, Defence Force	
	Senior Commander	
	Commander	
Royal Bahamas Defence Force	Lieutenant Commander	
<u>Berende Forde</u>	Force Chief Petty Officer	
	Senior Lieutenant	
	Lieutenant	
	Chief Petty Officer	

Functions	Positions		
	Director of Immigration		
	Senior Deputy Comptroller of Customs		
	Senior Deputy Director of Immigration		
	Deputy Comptroller of Customs		
Customs &	Deputy Director of Immigration		
Immigration Uniformed	Assistant Comptroller of Customs		
Personnel	Assistant Director of Immigration		
	Superintendent of Customs		
	Superintendent of Immigration		
	Chief Customs Officer		
	Chief Immigration Officer		
	Commissioner of Corrections		
<u>Bahamas</u>	Deputy Commissioner of Corrections		
Department of Correctional	Assistant Commissioner of Corrections		
<u>Services</u>	Chief Corrections Officer		
	Principal Corrections Officer		

Scope of Work - Positions Covered (2/2)

Functions	Positions	
	First Assistant Secretary	
	Chief Budget Analyst	
	Chief Revenue Analyst	
	Senior Budget Analyst	
	Senior Revenue Analyst	
Administrative Personnel	Senior Assistant Secretary	
<u> </u>	Budget Analyst	
	Revenue Analyst	
	Assistant Secretary	
	Assistant Budget Analyst	
	Assistant Revenue Analyst	
Executive Personnel	Administrative Cadet	
	Senior Deputy Director of Economic Planning	
	Deputy Director of Economics	
Statistical Personnel	Chief Economist	
	Senior Economist	
	Economist	
	Assistant Economist	

Functions	Positions	
	Senior Deputy Auditor General	
	Senior Deputy Treasurer	
	Senior Financial Controller	
	Deputy Treasurer	
Finance &	Assistant Treasurer	
Audit Personnel	Finance and Accounting Officer I	
	Finance and Accounting Officer II	
	Finance and Accounting Officer III	
	Accountant	
	Assistant Accountant	



Statistical Terminology Reported

Term	Description	
Minimum	Minimum salary paid to an incumbent at a certain level / position	
P10	The level below which 10% of the incumbents at a certain level / position fall	
P50 / Median	The level below which 50% of the incumbents at a certain level / position fall	
P90	The level below which 90% of the incumbents at a certain level / position fall	
Maximum	Maximum salary paid to an incumbent at a certain level / position	
Range Spread	The range of salary from Minimum to Maximum or P10 to P90 at a certain level / position	
Median Progression	The % change is salary at a certain level / position with respect to a lower level / position	
Overlap	The % by which pay range of a certain level / position overlaps with a lower level / position	
Below Minimum	The salary of the incumbent is below the minimum salary offered at a certain position	
Within Range	The salary of the incumbent falls between minimum and maximum salary offered at a certain position	
Above Maximum	The salary of the incumbent exceeds the maximum salary offered at a certain position	
Impact (Quantum)	Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024	
Impact % (Average)	Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF	
Impact %	Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level	

Purpose of Analysis: Understanding MoF's Pay Structure

What This Analysis Helps Achieve?

- Ensures internal pay equity by evaluating salary structures across levels.
- Identifies pay gaps and overlaps, ensuring fair compensation progression.
- **Detects outliers** to maintain alignment with MoF's defined pay scales.
- Measures the real value of salaries against economic benchmarks, to enable informed pay policy decisions.

	Pay Range Assessment	Outlier Analysis	Wealth Destruction Analysis
Purpose	Understanding salary distribution across different grades/positions to assess internal pay structure and consistency	Identifying salary deviations from MoF's defined pay bands to detect anomalies	Measuring the gap between actual salaries and expected salaries based on economic factors (Inflation, CPI, Market)
Key Insights	 Determines the minimum, 10th percentile, median, 90th percentile, and maximum base pay across grades and positions Range spread analysis shows salary variation in % terms from Min to Max and P10 to P90 within a grade Median progression evaluates % change in median pay from one level/position to the next Overlap analysis identifies % overlap in pay ranges between consecutive levels, highlighting compression or gaps 	 Assesses the % of employees within, below, or above the prescribed salary range for each grade/position Helps identify cases of underpaid or overpaid employees that may require correction 	 Impact (Quantum): Total difference between actual base pay (2024) vs. expected base pay (adjusted for Inflation, CPI, or Market benchmarks) Impact % (Average): Average shortfall % across all employees Impact %: Shortfall % computed at a grade/position level, indicating overall salary lag vs. expected benchmarks Highlights salary stagnation and potential purchasing power erosion, and identifies the need for pay adjustments

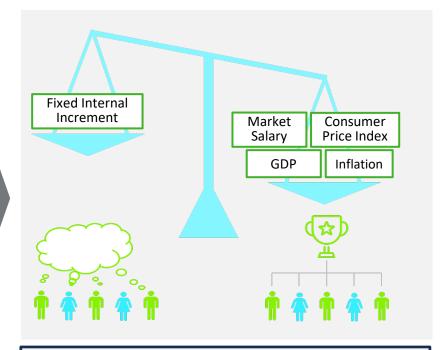
Our POV on Wealth Destruction

Impact on employees | Wealth Destruction Example

Scenario	2020		2024
Compensation paid	\$100	\$108	(8% overall increase over 4 years)
Cost of canned tuna	\$1	\$1.3	(Impact of inflation over 4 years: ~30%)
No. of cans employee can afford	100	83	(\$108/1.3)

In 2020, the employee was able to purchase 100 cans of tuna for \$100 feeding a family of 4, 25 cans per person.

In 2024 due to inflation, 100 cans of tuna now cost \$130 in the market 2024. However, the employee's salary is \$108 and can only purchase 83 cans, which for a family of 4 is less than 21 cans per person.



Increment budget considering the effect of GDP, CPI and inflation is recommended as it would be beneficial for the employees



Low Purchasing Power

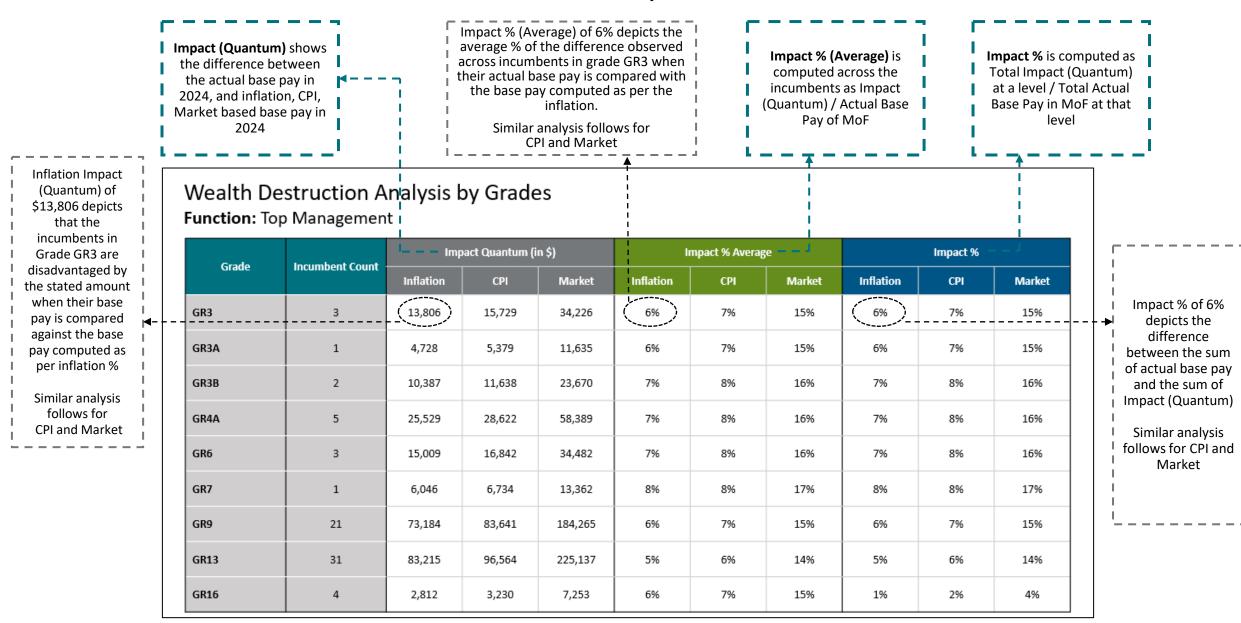


Lower Standards of Living



Wealth Destruction

How to understand the Wealth Destruction Analysis



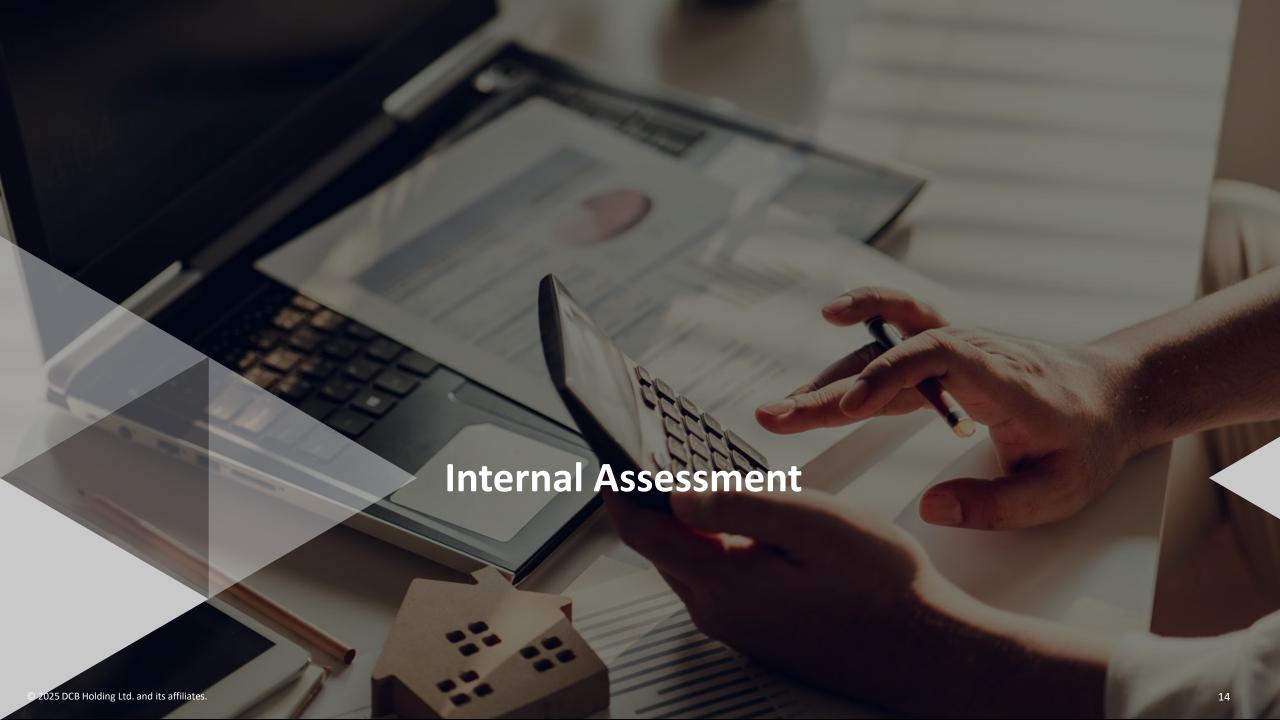


Executive Summary

	Outlier Analys	is across MoF Functions		
Function	Incumbent Count	Below Minimum	Within Range	Above Maximum
Top Management	71	8%	92%	-
Royal Bahamas Police Force	694	28%	72%	-
Royal Bahamas Defence Force Personnel	368	1%	99%	-
Custom & Immigration Uniformed Personnel	130	2%	98%	-
Bahamas Department of Correctional Services	5	-	100%	-
Administrative Personnel	96	1%	99%	-
Executive Personnel	63	22%	78%	-
Statistical Personnel	7	-	100%	-
Finance & Audit Personnel	150	2%	98%	-

- Once the outliers are removed, the range spread (P10 to P90) becomes significantly lower across all functions (less than 20%), except Executive Personnel
- Median Progression is observed to be less than 20% across all the functions for most of the levels, and even negative for some levels

		Wealth Dest	truction Analysis a	across MoF Functi	ons				
Formation	lmp	oact (Quantum) (i	in \$)	ı	mpact % (Average	e)		Impact %	
Function	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Top Management	238,464	272,644	601,548	6%	7%	15%	6%	7%	14%
Royal Bahamas Police Force	1,465,597	1,729,342	4,271,812	5%	5%	13%	5%	5%	14%
Royal Bahamas Defence Force Personnel	941,275	1,088,528	2,505,513	5%	6%	14%	5%	6%	14%
Custom & Immigration Uniformed Personnel	370,564	424,953	950,855	6%	7%	15%	6%	7%	15%
Bahamas Department of Correctional Services	21,109	23,754	49,207	7%	8%	16%	7%	8%	16%
Administrative Personnel	195,680	230,278	563,209	5%	5%	13%	5%	6%	14%
Executive Personnel	40,546	55,043	207,357	2%	3%	10%	2%	3%	11%
Statistical Personnel	16,433	18,968	43,361	5%	6%	14%	5%	5%	12%
Finance & Audit Personnel	346,215	403,497	957,377	5%	6%	14%	5%	6%	14%





Pay Range Assessment by Grades

Function: Top Management

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
GR3	3	71,750	72,150	73,750	80,950	82,750	15%	12%	-5%	-	-
GR3A	1	77,550	77,550	77,550	77,550	77,550	0%	0%	3%	32%	27%
GR3B	2	68,250	69,610	75,050	80,490	81,850	20%	16%	-6%	78%	77%
GR4A	5	64,850	66,450	80,050	80,050	80,050	23%	20%	12%	375%	360%
GR6	3	71,450	71,450	71,450	73,370	73,850	3%	3%	-11%	-	-
GR7	1	80,050	80,050	80,050	80,050	80,050	0%	0%	35%	-95%	-277%
GR9	21	53,550	55,950	59,150	62,350	67,150	25%	11%	9%	54%	18%
GR13	31	46,150	49,350	54,150	57,350	62,150	35%	16%	5%	243%	142%
GR16	4	50,150	50,360	51,550	52,740	52,950	6%	5%	-	-	-

Grade	GR3	GR3A	GR3B	GR4A	GR6	GR7	GR9	GR13	GR16
Positions Covered	 Treasurer Deputy Financial Secretary Auditor General 	Director of Internal Audit	Comptroller of Customs Chief Valuation Officer & Comptroller	 Senior Under Secretary I Director of Labour Director of Social Services Director of Environmental Health Services Director of NEMA 	 Senior Under Secretary II Budget Director Director of Revenue 	Director of Economic Planning	 Under Secretary Deputy Director of Budget Deputy Director of Revenue 	 Deputy Permanent Secretary Senior Assistant Budget Director Senior Assistant Revenue Director 	 Assistant Budget Director Assistant Director of Revenue

Pay Range Assessment by Positions (1/2)

Function: Top Management

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Treasurer	GR3	1	71,750	71,750	71,750	71,750	71,750	0%	0%	-3%	-	-
Deputy Financial Secretary	GR3	1	73,750	73,750	73,750	73,750	73,750	0%	0%	-11%	-	-
Auditor General	GR3	1	82,750	82,750	82,750	82,750	82,750	0%	0%	7%	-	-
Director of Internal Audit	GR3A	1	77,550	77,550	77,550	77,550	77,550	0%	0%	14%	-	-
Comptroller of Customs	GR3B	1	68,250	68,250	68,250	68,250	68,250	0%	0%	-17%	-	-
Chief Valuation Officer & Comptroller	GR3B	1	81,850	81,850	81,850	81,850	81,850	0%	0%	19%	-	-
Senior Under Secretary I	GR4A	1	68,850	68,850	68,850	68,850	68,850	0%	0%	-14%	-	-
Director of Labour	GR4A	1	80,050	80,050	80,050	80,050	80,050	0%	0%	23%	-	-
Director of Social Services	GR4A	1	64,850	64,850	64,850	64,850	64,850	0%	0%	-19%	-	-
Director of Environmental Health Services	GR4A	1	80,050	80,050	80,050	80,050	80,050	0%	0%	0%	-	-
Director of NEMA	GR4A	1	80,050	80,050	80,050	80,050	80,050	0%	0%	12%	-	-
Senior Under Secretary II	GR6	1	71,450	71,450	71,450	71,450	71,450	0%	0%	-3%	-	-

Pay Range Assessment by Positions (2/2)

Function: Top Management

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Budget Director	GR6	1	73,850	73,850	73,850	73,850	73,850	0%	0%	3%	-	-
Director of Revenue	GR6	1	71,450	71,450	71,450	71,450	71,450	0%	0%	-11%	-	-
Director of Economic Planning	GR7	1	80,050	80,050	80,050	80,050	80,050	0%	0%	35%	-95%	-239%
Under Secretary	GR9	19	53,550	55,630	59,150	62,830	67,150	25%	13%	-5%	-	-
Deputy Director of Budget	GR9	1	62,350	62,350	62,350	62,350	62,350	0%	0%	1%	-	-
Deputy Director of Revenue	GR9	1	61,550	61,550	61,550	61,550	61,550	0%	0%	15%	4%	-66%
Deputy Permanent Secretary	GR13	29	46,150	49,350	53,350	56,710	62,150	35%	15%	-4%	-	-
Senior Assistant Budget Director	GR13	1	55,750	55,750	55,750	55,750	55,750	0%	0%	-7%	-	-
Senior Assistant Revenue Director	GR13	1	59,750	59,750	59,750	59,750	59,750	0%	0%	19%	-	-
Assistant Budget Director	GR16	1	50,150	50,150	50,150	50,150	50,150	0%	0%	-4%	133%	158%
Assistant Director of Revenue	GR16	3	50,850	51,130	52,250	52,810	52,950	4%	3%	-	-	-

Outlier Analysis by Grades

Function: Top Management

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
GR3	3	0%	100%	0%
GR3A	1	0%	100%	0%
GR3B	2	0%	100%	0%
GR4A	5	0%	100%	0%
GR6	3	0%	100%	0%
GR7	1	0%	100%	0%
GR9	21	0%	100%	0%
GR13	31	3%	97%	0%
GR16	4	0%	100%	0%
Overall	71	1%	99%	0%

Outlier Analysis by Positions (1/2)

Function: Top Management

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Treasurer	GR3	1	0%	100%	0%
Deputy Financial Secretary	GR3	1	0%	100%	0%
Auditor General	GR3	1	0%	100%	0%
Director of Internal Audit	GR3A	1	0%	100%	0%
Comptroller of Customs	GR3B	1	0%	100%	0%
Chief Valuation Officer & Comptroller	GR3B	1	0%	100%	0%
Senior Under Secretary I	GR4A	1	0%	100%	0%
Director of Labour	GR4A	1	0%	100%	0%
Director of Social Services	GR4A	1	0%	100%	0%
Director of Environmental Health Services	GR4A	1	0%	100%	0%
Director of NEMA	GR4A	1	0%	100%	0%
Senior Under Secretary II	GR6	1	0%	100%	0%
Overall		71	1%	99%	0%

Outlier Analysis by Positions (2/2)

Function: Top Management

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Budget Director	GR6	1	0%	100%	0%
Director of Revenue	GR6	1	0%	100%	0%
Director of Economic Planning	GR7	1	0%	100%	0%
Under Secretary	GR9	19	0%	100%	0%
Deputy Director of Budget	GR9	1	0%	100%	0%
Deputy Director of Revenue	GR9	1	0%	100%	0%
Deputy Permanent Secretary	GR13	29	3%	97%	0%
Senior Assistant Budget Director	GR13	1	0%	100%	0%
Senior Assistant Revenue Director	GR13	1	0%	100%	0%
Assistant Budget Director	GR16	1	0%	100%	0%
Assistant Director of Revenue	GR16	3	0%	100%	0%
Overall		71	1%	99%	0%

Wealth Destruction Analysis by Grades

Function: Top Management

Grade	Incumbent Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	e)		Impact %	
Grade	incumbent Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
GR3	3	14,017	15,955	34,603	6%	7%	15%	6%	7%	15%
GR3A	1	4,849	5,508	11,850	6%	7%	15%	6%	7%	15%
GR3B	2	10,888	12,176	24,568	7%	8%	16%	7%	8%	16%
GR4A	5	27,053	30,260	61,119	7%	8%	16%	7%	8%	16%
GR6	3	15,322	17,178	35,042	7%	8%	16%	7%	8%	16%
GR7	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%
GR9	21	75,890	86,548	189,112	6%	7%	15%	6%	7%	15%
GR13	31	89,493	103,548	238,800	5%	6%	14%	5%	6%	14%
GR16	4	2,897	3,321	7,404	6%	7%	15%	1%	2%	4%

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions (1/3)

Function: Top Management

Desiries	Cuada	Incumbent	Impa	ct (Quantum)	(in \$)	lm	pact % (Avera	ge)	Impact %			
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
Treasurer	GR3	1	4,151	4,758	10,601	6%	7%	15%	6%	7%	15%	
Deputy Financial Secretary	GR3	1	4,392	5,017	11,032	6%	7%	15%	6%	7%	15%	
Auditor General	GR3	1	5,474	6,180	12,971	7%	7%	16%	7%	7%	16%	
Director of Internal Audit	GR3A	1	4,849	5,508	11,850	6%	7%	15%	6%	7%	15%	
Comptroller of Customs	GR3B	1	4,626	5,209	10,819	7%	8%	16%	7%	8%	16%	
Chief Valuation Officer & Comptroller	GR3B	1	6,262	6,967	13,750	8%	9%	17%	8%	9%	17%	
Senior Under Secretary I	GR4A	1	4,698	5,287	10,948	7%	8%	16%	7%	8%	16%	
Director of Labour	GR4A	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%	
Director of Social Services	GR4A	1	4,217	4,770	10,086	7%	7%	16%	7%	7%	16%	
Director of Environmental Health Services	GR4A	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%	

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions (2/3)

Function: Top Management

Doctale v	Cunda	Incumbent	Impa	ct (Quantum)	(in \$)	Im	pact % (Avera	ge)	Impact %			
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
Director of NEMA	GR4A	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%	
Senior Under Secretary II	GR6	1	5,011	5,623	11,508	7%	8%	16%	7%	8%	16%	
Budget Director	GR6	1	5,300	5,933	12,026	7%	8%	16%	7%	8%	16%	
Director of Revenue	GR6	1	5,011	5,623	11,508	7%	8%	16%	7%	8%	16%	
Director of Economic Planning	GR7	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%	
Under Secretary	GR9	19	68,154	77,759	170,190	6%	7%	15%	6%	7%	15%	
Deputy Director of Budget	GR9	1	3,916	4,446	9,547	6%	7%	15%	6%	7%	15%	
Deputy Director of Revenue	GR9	1	3,820	4,343	9,375	6%	7%	15%	6%	7%	15%	
Deputy Permanent Secretary	GR13	29	82,767	95,845	221,688	5%	6%	14%	5%	6%	14%	
Senior Assistant Budget Director	GR13	1	3,122	3,593	8,125	6%	6%	15%	6%	6%	15%	

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions (3/3)

Function: Top Management

Position	Grade Incumbent Count	Impact (Quantum) (in \$)		Impact % (Average)			Impact %				
FOSILIOII		Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Senior Assistant Revenue Director	GR13	1	3,603	4,110	8,987	6%	7%	15%	6%	7%	15%
Assistant Budget Director	GR16	1	2,897	3,321	7,404	6%	7%	15%	6%	7%	15%
Assistant Director of Revenue	GR16	3	0	0	0	-	-	-	0%	0%	0%

MoF Increment Data is not available for "Assistant Director of Revenue"

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Top Management

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
GR3	3	100%	100%	0%	0%	0%	0%
GR3A	1	100%	100%	0%	0%	0%	0%
GR3B	2	100%	100%	0%	0%	0%	0%
GR4A	5	100%	100%	0%	0%	0%	0%
GR6	3	100%	100%	0%	0%	0%	0%
GR7	1	100%	100%	0%	0%	0%	0%
GR9	21	100%	100%	0%	0%	0%	0%
GR13	31	100%	100%	0%	0%	0%	0%
GR16	4	100%	100%	0%	0%	0%	0%
Overall	71	100%	0%	0%	0%	0%	0%

Pay Positioning in the Market across Positions (1/2)

Function: Top Management

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Treasurer	GR3	1	100%	0%	0%	0%	0%	0%
Deputy Financial Secretary	GR3	1	100%	0%	0%	0%	0%	0%
Auditor General	GR3	1	100%	0%	0%	0%	0%	0%
Director of Internal Audit	GR3A	1	100%	0%	0%	0%	0%	0%
Comptroller of Customs	GR3B	1	100%	0%	0%	0%	0%	0%
Chief Valuation Officer & Comptroller	GR3B	1	100%	0%	0%	0%	0%	0%
Senior Under Secretary I	GR4A	1	100%	0%	0%	0%	0%	0%
Director of Labour	GR4A	1	100%	0%	0%	0%	0%	0%
Director of Social Services	GR4A	1	100%	0%	0%	0%	0%	0%
Director of Environmental Health Services	GR4A	1	100%	0%	0%	0%	0%	0%
Director of NEMA	GR4A	1	100%	0%	0%	0%	0%	0%
Senior Under Secretary II	GR6	1	100%	0%	0%	0%	0%	0%
Overall	-	71	100%	0%	0%	0%	0%	0%

Pay Positioning in the Market across Positions (2/2)

Function: Top Management

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Budget Director	GR6	1	100%	0%	0%	0%	0%	0%
Director of Revenue	GR6	1	100%	0%	0%	0%	0%	0%
Director of Economic Planning	GR7	1	100%	0%	0%	0%	0%	0%
Under Secretary	GR9	19	100%	0%	0%	0%	0%	0%
Deputy Director of Budget	GR9	1	100%	0%	0%	0%	0%	0%
Deputy Director of Revenue	GR9	1	100%	0%	0%	0%	0%	0%
Deputy Permanent Secretary	GR13	29	100%	0%	0%	0%	0%	0%
Senior Assistant Budget Director	GR13	1	100%	0%	0%	0%	0%	0%
Senior Assistant Revenue Director	GR13	1	100%	0%	0%	0%	0%	0%
Assistant Budget Director	GR16	1	100%	0%	0%	0%	0%	0%
Assistant Director of Revenue	GR16	3	100%	0%	0%	0%	0%	0%
Overall	-	71	100%	0%	0%	0%	0%	0%

Pay Gap basis Ratios (1/2)

Function: Top Management

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Financial Secretary	-	87,950	1.00	111,950	1.00	-	-
Treasurer	GR3	70,750	0.80	71,750	0.64	90,057	18,306
Deputy Financial Secretary	GR3	72,750	0.83	73,750	0.66	92,602	18,852
Auditor General	GR3	81,750	0.93	82,750	0.74	104,058	21,308
Director of Internal Audit	GR3A	76,550	0.87	77,550	0.69	97,439	19,889
Comptroller of Customs	GR3B	67,450	0.77	68,250	0.61	85,856	17,606
Chief Valuation Officer & Comptroller	GR3B	81,050	0.92	81,850	0.73	103,167	21,317
Senior Under Secretary I	GR4A	68,050	0.77	68,850	0.62	86,620	17,770
Director of Labour	GR4A	79,250	0.90	80,050	0.72	100,876	20,826
Director of Social Services	GR4A	64,050	0.73	64,850	0.58	81,528	16,678
Director of Environmental Health Services	GR4A	79,250	0.90	80,050	0.72	100,876	20,826
Director of NEMA	GR4A	79,250	0.90	80,050	0.72	100,876	20,826

Pay Gap basis Ratios (2/2)

Function: Top Management

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Financial Secretary	-	87,950	1.00	111,950	1.00	-	-
Senior Under Secretary II	GR6	70,650	0.80	71,450	0.64	89,929	18,479
Budget Director	GR6	73,050	0.83	73,850	0.66	92,984	19,134
Director of Revenue	GR6	70,650	0.80	71,450	0.64	89,929	18,479
Director of Economic Planning	GR7	79,250	0.90	80,050	0.72	100,876	20,826
Under Secretary	GR9	58,350	0.66	59,150	0.53	74,273	15,123
Deputy Director of Budget	GR9	61,550	0.70	62,350	0.56	78,346	15,996
Deputy Director of Revenue	GR9	60,750	0.69	61,550	0.55	77,328	15,778
Deputy Permanent Secretary	GR13	52,550	0.60	53,350	0.48	66,890	13,540
Senior Assistant Budget Director	GR13	54,950	0.62	55,750	0.50	69,945	14,195
Senior Assistant Revenue Director	GR13	58,950	0.67	59,750	0.53	75,036	15,286
Assistant Budget Director	GR16	49,450	0.56	50,150	0.45	62,944	12,794
Assistant Director of Revenue	GR16	-	-	52,250	0.47	-	-



Pay Range Assessment by Grades

Function: Royal Bahamas Police Force

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
P2	1	75,050	75,050	75,050	75,050	75,050	0%	0%	15%	-	-
P2A	1	65,050	65,050	65,050	65,050	65,050	0%	0%	8%	-12%	-17%
Р3	11	57,850	59,450	60,250	64,250	64,250	11%	8%	5%	33%	27%
P4	64	43,950	54,950	57,350	61,110	64,550	47%	11%	10%	46%	11%
P5	109	25,375	49,950	52,350	55,550	59,550	135%	11%	-10%	-	-
P6	1	58,350	58,350	58,350	58,350	58,350	0%	0%	24%	-7%	-145%
P7	173	21,525	44,650	47,050	50,250	55,850	159%	13%	13%	-	-
P8	1	41,650	41,650	41,650	41,650	41,650	0%	0%	2%	60%	67%
P9	333	36,150	39,550	40,950	45,850	50,050	38%	16%	-	-	-

Gra	ade	P2	P2A	Р3	P4	P5	P6	P7	P8	P9
	tions ered	Deputy Commissioner of Police	Senior Assistant Commissioner of Police	Assistant Commissioner of Police	Chief Superintendent of Police	Superintendent of Police	Deputy Superintendent of Police	Assistant Superintendent of Police	Chief Inspector	Police Inspector

Pay Range Assessment by Positions

Function: Royal Bahamas Police Force

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Deputy Commissioner of Police	P2	1	75,050	75,050	75,050	75,050	75,050	0%	0%	15%	-	-
Senior Assistant Commissioner of Police	P2A	1	65,050	65,050	65,050	65,050	65,050	0%	0%	8%	-12%	-17%
Assistant Commissioner of Police	Р3	11	57,850	59,450	60,250	64,250	64,250	11%	8%	5%	33%	27%
Chief Superintendent of Police	P4	64	43,950	54,950	57,350	61,110	64,550	47%	11%	10%	46%	11%
Superintendent of Police	P5	109	25,375	49,950	52,350	55,550	59,550	135%	11%	-10%	-	-
Deputy Superintendent of Police	Р6	1	58,350	58,350	58,350	58,350	58,350	0%	0%	24%	-7%	-145%
Assistant Superintendent of Police	P7	173	21,525	44,650	47,050	50,250	55,850	159%	13%	13%	-	-
Chief Inspector	P8	1	41,650	41,650	41,650	41,650	41,650	0%	0%	2%	60%	67%
Police Inspector	P9	333	36,150	39,550	40,950	45,850	50,050	38%	16%	-	-	-

Outlier Analysis by Grades

Function: Royal Bahamas Police Force

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
P2	1	0%	100%	0%
P2A	1	0%	100%	0%
Р3	11	0%	100%	0%
Р4	64	6%	94%	0%
P5	109	1%	99%	0%
P6	1	0%	100%	0%
Р7	173	2%	98%	0%
Р8	1	0%	100%	0%
Р9	333	1%	99%	0%
Overall	694	2%	98%	0%

Outlier Analysis by Positions

Function: Royal Bahamas Police Force

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Deputy Commissioner of Police	P2	1	0%	100%	0%
Senior Assistant Commissioner of Police	P2A	1	0%	100%	0%
Assistant Commissioner of Police	P3	11	0%	100%	0%
Chief Superintendent of Police	P4	64	6%	94%	0%
Superintendent of Police	P5	109	1%	99%	0%
Deputy Superintendent of Police	P6	1	0%	100%	0%
Assistant Superintendent of Police	P7	173	2%	98%	0%
Chief Inspector	P8	1	0%	100%	0%
Police Inspector	P9	333	1%	99%	0%
Overall		694	2%	98%	0%

Wealth Destruction Analysis by Grades

Function: Royal Bahamas Police Force

Cuada	In sumbout Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	se)	Impact %		
Grade	Incumbent Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
P2	1	5,444	6,088	12,284	7%	8%	16%	7%	8%	16%
P2A	1	4,241	4,795	10,129	7%	7%	16%	7%	7%	16%
Р3	11	41,359	47,062	101,937	6%	7%	15%	6%	7%	15%
P4	64	215,633	246,950	548,308	6%	7%	15%	6%	7%	15%
P5	109	297,838	345,767	808,549	5%	6%	14%	5%	6%	14%
P6	1	3,435	3,929	8,685	6%	7%	15%	6%	7%	15%
P7	173	364,396	432,060	1,086,289	4%	5%	13%	4%	5%	13%
P8	1	1,874	2,222	5,572	4%	5%	13%	4%	5%	13%
P9	333	642,238	759,529	1,888,199	5%	5%	13%	5%	5%	13%

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Royal Bahamas Police Force

Position	Grade	Incumbent	Impa	act (Quantum)	(in \$)	lm	pact % (Avera	ge)	Impact %		
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Deputy Commissioner of Police	P2	1	5,444	6,088	12,284	7%	8%	16%	7%	8%	16%
Senior Assistant Commissioner of Police	P2A	1	4,241	4,795	10,129	7%	7%	16%	7%	7%	16%
Assistant Commissioner of Police	Р3	11	41,359	47,062	101,937	6%	7%	15%	6%	7%	15%
Chief Superintendent of Police	P4	64	215,633	246,950	548,308	6%	7%	15%	6%	7%	15%
Superintendent of Police	P5	109	297,838	345,767	808,549	5%	6%	14%	5%	6%	14%
Deputy Superintendent of Police	P6	1	3,435	3,929	8,685	6%	7%	15%	6%	7%	15%
Assistant Superintendent of Police	P7	173	364,396	432,060	1,086,289	4%	5%	13%	4%	5%	13%
Chief Inspector	P8	1	1,874	2,222	5,572	4%	5%	13%	4%	5%	13%
Police Inspector	P9	333	642,238	759,529	1,888,199	5%	5%	13%	5%	5%	13%

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Royal Bahamas Police Force

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
P2	1	0%	100%	0%	0%	0%	0%
P2A	1	0%	100%	0%	0%	0%	0%
Р3	11	0%	55%	45%	0%	0%	0%
P4	64	2%	50%	48%	0%	0%	0%
P5	109	1%	54%	45%	0%	0%	0%
P6	1	0%	100%	0%	0%	0%	0%
P7	173	2%	51%	47%	0%	0%	0%
P8	1	0%	100%	0%	0%	0%	0%
P9	333	0%	51%	49%	0%	0%	0%
Overall	694	1%	52%	48%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Royal Bahamas Police Force

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Deputy Commissioner of Police	P2	1	0%	100%	0%	0%	0%	0%
Senior Assistant Commissioner of Police	P2A	1	0%	100%	0%	0%	0%	0%
Assistant Commissioner of Police	Р3	11	0%	55%	45%	0%	0%	0%
Chief Superintendent of Police	P4	64	2%	50%	48%	0%	0%	0%
Superintendent of Police	P5	109	1%	54%	45%	0%	0%	0%
Deputy Superintendent of Police	P6	1	0%	100%	0%	0%	0%	0%
Assistant Superintendent of Police	P7	173	2%	51%	47%	0%	0%	0%
Chief Inspector	P8	1	0%	100%	0%	0%	0%	0%
Police Inspector	P9	333	0%	51%	49%	0%	0%	0%
Overall	-	694	1%	52%	48%	0%	0%	0%

Pay Gap basis Ratios

Function: Royal Bahamas Police Force

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Commissioner (Royal Bahamas Police Force)	-	65,750	1.00	59,450	1.00	88,750	-
Deputy Commissioner of Police	P2	74,250	1.13	75,050	1.26	100,223	25,173
Senior Assistant Commissioner of Police	P2A	64,250	0.98	65,050	1.09	86,725	21,675
Assistant Commissioner of Police	P3	59,450	0.90	60,250	1.01	80,246	19,996
Chief Superintendent of Police	P4	56,550	0.86	57,350	0.96	76,332	18,982
Superintendent of Police	P5	51,550	0.78	52,350	0.88	69,583	17,233
Deputy Superintendent of Police	P6	57,550	0.88	58,350	0.98	77,682	19,332
Assistant Superintendent of Police	Р7	46,250	0.70	47,050	0.79	62,429	15,379
Chief Inspector	P8	40,950	0.62	41,650	0.70	55,275	13,625
Police Inspector	Р9	40,250	0.61	40,950	0.69	54,330	13,380



Pay Range Assessment by Grades

Function: Royal Bahamas Defence Force

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
DF2	1	64,650	64,650	64,650	64,650	64,650	0%	0%	5%	5%	2%
DF2A	12	58,550	58,550	61,750	64,790	64,950	11%	11%	4%	71%	64%
DF3	7	57,350	57,350	59,450	60,710	61,550	7%	6%	6%	68%	60%
DF4	13	53,950	54,650	56,050	61,370	64,450	19%	12%	12%	24%	-92%
DF5	14	49,150	49,150	49,850	52,020	55,450	13%	6%	0%	73%	81%
DF6	66	47,650	48,350	49,750	52,550	53,250	12%	9%	4%	50%	29%
DF7	25	44,150	45,550	47,650	49,470	51,150	16%	9%	7%	53%	19%
DF8	10	39,550	40,180	44,450	46,830	49,350	25%	17%	-5%	121%	168%
DF9	220	41,650	43,050	46,550	47,250	51,450	24%	10%	-	-	-

Grade	DF2	DF2A	DF3	DF4	DF5	DF6	DF7	DF8	DF9
Positions Covered	Deputy CommodoreDefence Force	CaptainDefence Force	Senior Commander	Commander	Lieutenant Commander	Force Chief Petty Officer	Senior Lieutenant	Lieutenant	Chief Petty Officer

Pay Range Assessment by Positions

Function: Royal Bahamas Defence Force

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Deputy Commodore, Defence Force	DF2	1	64,650	64,650	64,650	64,650	64,650	0%	0%	5%	5%	2%
Captain, Defence Force	DF2A	12	58,550	58,550	61,750	64,790	64,950	11%	11%	4%	71%	64%
Senior Commander	DF3	7	57,350	57,350	59,450	60,710	61,550	7%	6%	6%	68%	60%
Commander	DF4	13	53,950	54,650	56,050	61,370	64,450	19%	12%	12%	24%	-92%
Lieutenant Commander	DF5	14	49,150	49,150	49,850	52,020	55,450	13%	6%	0%	73%	81%
Force Chief Petty Officer	DF6	66	47,650	48,350	49,750	52,550	53,250	12%	9%	4%	50%	29%
Senior Lieutenant	DF7	25	44,150	45,550	47,650	49,470	51,150	16%	9%	7%	53%	19%
Lieutenant	DF8	10	39,550	40,180	44,450	46,830	49,350	25%	17%	-5%	121%	168%
Chief Petty Officer	DF9	220	41,650	43,050	46,550	47,250	51,450	24%	10%	-	-	-

Outlier Analysis by Grades

Function: Royal Bahamas Defence Force

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
DF2	1	0%	100%	0%
DF2A	12	0%	100%	0%
DF3	7	0%	100%	0%
DF4	13	0%	100%	0%
DF5	14	0%	100%	0%
DF6	66	0%	100%	0%
DF7	25	0%	100%	0%
DF8	10	0%	100%	0%
DF9	220	0%	100%	0%
Overall	368	0%	100%	0%

Outlier Analysis by Positions

Function: Royal Bahamas Defence Force

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Deputy Commodore, Defence Force	DF2	1	0%	100%	0%
Captain, Defence Force	DF2A	12	0%	100%	0%
Senior Commander	DF3	7	0%	100%	0%
Commander	DF4	13	0%	100%	0%
Lieutenant Commander	DF5	14	0%	100%	0%
Force Chief Petty Officer	DF6	66	0%	100%	0%
Senior Lieutenant	DF7	25	0%	100%	0%
Lieutenant	DF8	10	0%	100%	0%
Chief Petty Officer	DF9	220	0%	100%	0%
Overall		368	0%	100%	0%

Wealth Destruction Analysis by Grades

Function: Royal Bahamas Defence Force

Grade	Incumbent Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	e)	Impact %			
Grade	incumbent Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
DF2	1	4,193	4,744	10,043	6%	7%	16%	6%	7%	16%	
DF2A	12	45,456	51,702	111,808	6%	7%	15%	6%	7%	15%	
DF3	7	27,688	31,210	65,105	7%	8%	16%	7%	8%	16%	
DF4	13	48,232	54,536	115,198	7%	7%	16%	7%	7%	16%	
DF5	14	40,890	46,856	104,263	6%	7%	15%	6%	7%	15%	
DF6	66	191,155	219,159	488,636	6%	7%	15%	6%	7%	15%	
DF7	25	64,560	74,583	171,033	5%	6%	14%	5%	6%	14%	
DF8	10	21,688	25,389	61,004	5%	6%	14%	5%	6%	14%	
DF9	220	528,840	614,116	1,434,715	5%	6%	14%	5%	6%	14%	

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Royal Bahamas Defence Force

Position	Grade	Incumbent	Impa	act (Quantum)	(in \$)	Im	pact % (Averag	ge)	Impact %			
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
Deputy Commodore, Defence Force	DF2	1	4,193	4,744	10,043	6%	7%	16%	6%	7%	16%	
Captain, Defence Force	DF2A	12	45,456	51,702	111,808	6%	7%	15%	6%	7%	15%	
Senior Commander	DF3	7	27,688	31,210	65,105	7%	8%	16%	7%	8%	16%	
Commander	DF4	13	48,232	54,536	115,198	7%	7%	16%	7%	7%	16%	
Lieutenant Commander	DF5	14	40,890	46,856	104,263	6%	7%	15%	6%	7%	15%	
Force Chief Petty Officer	DF6	66	191,155	219,159	488,636	6%	7%	15%	6%	7%	15%	
Senior Lieutenant	DF7	25	64,560	74,583	171,033	5%	6%	14%	5%	6%	14%	
Lieutenant	DF8	10	21,688	25,389	61,004	5%	6%	14%	5%	6%	14%	
Chief Petty Officer	DF9	220	528,840	614,116	1,434,715	5%	6%	14%	5%	6%	14%	

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Royal Bahamas Defence Force

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
DF2	1	100%	0%	0%	0%	0%	0%
DF2A	12	100%	0%	0%	0%	0%	0%
DF3	7	100%	0%	0%	0%	0%	0%
DF4	13	85%	15%	0%	0%	0%	0%
DF5	14	93%	7%	0%	0%	0%	0%
DF6	66	98%	2%	0%	0%	0%	0%
DF7	25	96%	4%	0%	0%	0%	0%
DF8	10	90%	10%	0%	0%	0%	0%
DF9	220	100%	0%	0%	0%	0%	0%
Overall	368	98%	2%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Royal Bahamas Defence Force

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Deputy Commodore, Defence Force	DF2	1	100%	0%	0%	0%	0%	0%
Captain, Defence Force	DF2A	12	100%	0%	0%	0%	0%	0%
Senior Commander	DF3	7	100%	0%	0%	0%	0%	0%
Commander	DF4	13	85%	15%	0%	0%	0%	0%
Lieutenant Commander	DF5	14	93%	7%	0%	0%	0%	0%
Force Chief Petty Officer	DF6	66	98%	2%	0%	0%	0%	0%
Senior Lieutenant	DF7	25	96%	4%	0%	0%	0%	0%
Lieutenant	DF8	10	90%	10%	0%	0%	0%	0%
Chief Petty Officer	DF9	220	100%	0%	0%	0%	0%	0%
Overall	-	368	98%	2%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Royal Bahamas Defence Force

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Commodore (Royal Bahamas Defence Force)	-	64,550	1.00	93,550	1.00	93,550	-
Deputy Commodore, Defence Force	DF2	63,850	0.99	64,650	0.69	92,535	27,885
Captain, Defence Force	DF2A	60,950	0.94	61,750	0.66	88,333	26,583
Senior Commander	DF3	58,750	0.91	59,450	0.64	85,144	25,694
Commander	DF4	55,350	0.86	56,050	0.60	80,217	24,167
Lieutenant Commander	DF5	49,150	0.76	49,850	0.53	71,231	21,381
Force Chief Petty Officer	DF6	49,050	0.76	49,750	0.53	71,086	21,336
Senior Lieutenant	DF7	46,950	0.73	47,650	0.51	68,043	20,393
Lieutenant	DF8	43,750	0.68	44,450	0.48	63,405	18,955
Chief Petty Officer	DF9	45,850	0.71	46,550	0.50	66,449	19,899



Pay Range Assessment by Grades

Function: Customs & Immigration Uniformed Personnel

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
U1	1	80,050	80,050	80,050	80,050	80,050	0%	0%	8%	-	-
U2	2	74,050	74,050	74,050	74,050	74,050	0%	0%	14%	-79%	-111%
U3	2	61,550	62,250	65,050	67,850	68,550	11%	9%	17%	-45%	-857%
U4	15	53,450	55,550	55,550	56,250	59,050	10%	1%	6%	64%	-48%
U5B	25	52,450	52,450	52,450	54,550	55,250	5%	4%	10%	-5%	-167%
U6B	85	20,625	46,850	47,550	48,950	51,050	148%	4%	-	-	-

Grade	U1	U2	U3	U4	U5B	U6B
Positions Covered	Director of Immigration	 Senior Deputy Comptroller of Customs Senior Deputy Director of Immigration 	 Deputy Comptroller of Customs Deputy Director of Immigration 	 Assistant Comptroller of Customs Assistant Director of Immigration 	 Superintendent of Customs Superintendent of Immigration 	 Chief Customs Officer Chief Immigration Officer

Pay Range Assessment by Positions

Function: Customs & Immigration Uniformed Personnel

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Director of Immigration	U1	1	80,050	80,050	80,050	80,050	80,050	0%	0%	8%	-	-
Senior Deputy Comptroller of Customs	U2	1	74,050	74,050	74,050	74,050	74,050	0%	0%	0%	-	-
Senior Deputy Director of Immigration	U2	1	74,050	74,050	74,050	74,050	74,050	0%	0%	8%	-	-
Deputy Comptroller of Customs	U3	1	68,550	68,550	68,550	68,550	68,550	0%	0%	11%	-	-
Deputy Director of Immigration	U3	1	61,550	61,550	61,550	61,550	61,550	0%	0%	11%	-71%	-852%
Assistant Comptroller of Customs	U4	12	55,550	55,550	55,550	56,180	59,050	6%	1%	-1%	25%	31%
Assistant Director of Immigration	U4	3	53,450	54,010	56,250	56,250	56,250	5%	4%	7%	64%	26%
Superintendent of Customs	U5B	14	52,450	52,450	52,800	54,550	55,250	5%	4%	1%	100%	100%
Superintendent of Immigration	U5B	11	52,450	52,450	52,450	53,150	53,150	1%	1%	7%	-10%	-100%
Chief Customs Officer	U6B	54	20,625	46,850	48,950	49,650	49,650	141%	6%	4%	107%	100%
Chief Immigration Officer	U6B	31	22,725	46,850	46,850	47,550	51,050	125%	1%	-	-	-

Outlier Analysis by Grades

Function: Customs & Immigration Uniformed Personnel

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
U1	1	0%	100%	0%
U2	2	0%	100%	0%
U3	2	0%	100%	0%
U4	15	0%	100%	0%
U5B	25	0%	100%	0%
U6B	85	2%	96%	1%
Overall	130	2%	98%	1%

Outlier Analysis by Positions

Function: Customs & Immigration Uniformed Personnel

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Director of Immigration	U1	1	0%	100%	0%
Senior Deputy Comptroller of Customs	U2	1	0%	100%	0%
Senior Deputy Director of Immigration	U2	1	0%	100%	0%
Deputy Comptroller of Customs	U3	1	0%	100%	0%
Deputy Director of Immigration	U3	1	0%	100%	0%
Assistant Comptroller of Customs	U4	12	0%	100%	0%
Assistant Director of Immigration	U4	3	0%	100%	0%
Superintendent of Customs	U5B	14	0%	100%	0%
Superintendent of Immigration	U5B	11	0%	100%	0%
Chief Customs Officer	U6B	54	2%	98%	0%
Chief Immigration Officer	U6B	31	3%	94%	3%
Overall		130	2%	98%	1%

Wealth Destruction Analysis by Grades

Function: Customs & Immigration Uniformed Personnel

Grade	Incumbent Count	lmpa	act (Quantum) (in \$)	In	npact % (Averag	ge)	Impact %			
Glaue	incumbent count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
U1	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%	
U2	2	10,648	11,918	24,137	7%	8%	16%	7%	8%	16%	
U3	2	9,379	10,494	21,231	7%	8%	16%	7%	8%	16%	
U4	15	53,616	60,738	129,274	6%	7%	15%	6%	7%	15%	
U5B	25	80,850	92,086	200,212	6%	7%	15%	6%	7%	15%	
U6B	85	217,732	251,261	576,442	5%	6%	14%	5%	6%	14%	

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions (1/2)

Function: Customs & Immigration Uniformed Personnel

Position	Grade	Incumbent	Impa	act (Quantum)	(in \$)	lm	pact % (Averag	ge)	Impact %		
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Director of Immigration	U1	1	6,046	6,734	13,362	8%	8%	17%	8%	8%	17%
Senior Deputy Comptroller of Customs	U2	1	5,324	5,959	12,069	7%	8%	16%	7%	8%	16%
Senior Deputy Director of Immigration	U2	1	5,324	5,959	12,069	7%	8%	16%	7%	8%	16%
Deputy Comptroller of Customs	U3	1	5,110	5,700	11,370	7%	8%	17%	7%	8%	17%
Deputy Director of Immigration	U3	1	4,268	4,795	9,861	7%	8%	16%	7%	8%	16%
Assistant Comptroller of Customs	U4	12	43,061	48,771	103,721	6%	7%	15%	6%	7%	15%
Assistant Director of Immigration	U4	3	10,555	11,967	25,553	6%	7%	15%	6%	7%	15%
Superintendent of Customs	U5B	14	45,774	52,104	113,012	6%	7%	15%	6%	7%	15%

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions (2/2)

Function: Customs & Immigration Uniformed Personnel

Position Grade	Grada	Incumbent Count	Impact (Quantum) (in \$)			Impact % (Average)			Impact %		
	Graue		Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Superintendent of Immigration	U5B	11	35,075	39,982	87,200	6%	7%	15%	6%	7%	15%
Chief Customs Officer	U6B	54	141,311	162,891	371,592	6%	6%	14%	5%	6%	14%
Chief Immigration Officer	U6B	31	76,421	88,370	204,850	5%	6%	14%	5%	6%	14%

[•] Market Increment is assumed to be 5% across years

Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Customs & Immigration Uniformed Personnel

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
U1	1	0%	100%	0%	0%	0%	0%
U2	2	0%	100%	0%	0%	0%	0%
U3	2	0%	100%	0%	0%	0%	0%
U4	15	0%	100%	0%	0%	0%	0%
U5B	25	0%	100%	0%	0%	0%	0%
U6B	85	2%	98%	0%	0%	0%	0%
Overall	130	2%	98%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Customs & Immigration Uniformed Personnel

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Director of Immigration	U1	1	0%	100%	0%	0%	0%	0%
Senior Deputy Comptroller of Customs	U2	1	0%	100%	0%	0%	0%	0%
Senior Deputy Director of Immigration	U2	1	0%	100%	0%	0%	0%	0%
Deputy Comptroller of Customs	U3	1	0%	100%	0%	0%	0%	0%
Deputy Director of Immigration	U3	1	0%	100%	0%	0%	0%	0%
Assistant Comptroller of Customs	U4	12	0%	100%	0%	0%	0%	0%
Assistant Director of Immigration	U4	3	0%	100%	0%	0%	0%	0%
Superintendent of Customs	U5B	14	0%	100%	0%	0%	0%	0%
Superintendent of Immigration	U5B	11	0%	100%	0%	0%	0%	0%
Chief Customs Officer	U6B	54	2%	98%	0%	0%	0%	0%
Chief Immigration Officer	U6B	31	3%	97%	0%	0%	0%	0%
Overall	-	130	2%	98%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Customs & Immigration Uniformed Personnel

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	-	80,750	1.00	97,750	1.00	97,750	-
Director of Immigration	U1	79,250	0.98	80,050	0.82	95,934	15,884
Senior Deputy Comptroller of Customs	U2	73,250	0.91	74,050	0.76	88,671	14,621
Senior Deputy Director of Immigration	U2	73,250	0.91	74,050	0.76	88,671	14,621
Deputy Comptroller of Customs	U3	67,850	0.84	68,550	0.70	82,134	13,584
Deputy Director of Immigration	U3	60,850	0.75	61,550	0.63	73,661	12,111
Assistant Comptroller of Customs	U4	54,850	0.68	55,550	0.57	66,397	10,847
Assistant Director of Immigration	U4	55,550	0.69	56,250	0.58	67,245	10,995
Superintendent of Customs	U5B	52,100	0.65	52,800	0.54	63,068	10,268
Superintendent of Immigration	U5B	51,750	0.64	52,450	0.54	62,645	10,195
Chief Customs Officer	U6B	48,250	0.60	48,950	0.50	58,408	9,458
Chief Immigration Officer	U6B	46,150	0.57	46,850	0.48	55,866	9,016



Pay Range Assessment by Grades

Function: Bahamas Department of Correctional Services

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
PR1	1	35,075	39,982	87,200	6%	7%	15%	6%	7%	15%	35,075
PR2	1	141,311	162,891	371,592	6%	6%	14%	5%	6%	14%	141,311
PR3	1	76,421	88,370	204,850	5%	6%	14%	5%	6%	14%	76,421
PR4	1	35,075	39,982	87,200	6%	7%	15%	6%	7%	15%	35,075
PR6	1	141,311	162,891	371,592	6%	6%	14%	5%	6%	14%	141,311

Grade	PR1	PR2	PR3	PR4	PR6
Positions Covered	Commissioner of Corrections	Deputy Commissioner of Corrections	Assistant Commissioner of Corrections	Chief Corrections Officer	Principal Corrections Officer

Pay Range Assessment by Positions

Function: Bahamas Department of Correctional Services

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Commissioner of Corrections	PR1	1	72,450	72,450	72,450	72,450	72,450	0%	0%	8%	-	-
Deputy Commissioner of Corrections	PR2	1	67,050	67,050	67,050	67,050	67,050	0%	0%	8%	-	-
Assistant Commissioner of Corrections	PR3	1	61,950	61,950	61,950	61,950	61,950	0%	0%	7%	-	-
Chief Corrections Officer	PR4	1	58,050	58,050	58,050	58,050	58,050	0%	0%	16%	-	-
Principal Corrections Officer	PR6	1	50,050	50,050	50,050	50,050	50,050	0%	0%	-	-	-

Outlier Analysis by Grades

Function: Bahamas Department of Correctional Services

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
PR1	1	0%	100%	0%
PR2	1	0%	0% 100%	
PR3	1	0%	100%	0%
PR4	1	0%	100%	0%
PR6	1	0%	100%	0%
Overall	5	0%	100%	0%

Outlier Analysis by Positions

Function: Bahamas Department of Correctional Services

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Commissioner of Corrections	PR1	1	0%	100%	0%
Deputy Commissioner of Corrections	PR2	1	0%	100%	0%
Assistant Commissioner of Corrections	PR3	1	0%	100%	0%
Chief Corrections Officer	PR4	1	0%	100%	0%
Principal Corrections Officer	PR6	1	0%	100%	0%
Overall		5	0%	100%	0%

Wealth Destruction Analysis by Grades

Function: Bahamas Department of Correctional Services

Grade Incumbent Count		Impact (Quantum) (in \$)			In	npact % (Averag	e)	Impact %			
Graue	incumbent count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
PR1	1	5,131	5,752	11,724	7%	8%	16%	7%	8%	16%	
PR2	1	4,930	5,506	11,046	7%	8%	16%	7%	8%	16%	
PR3	1	4,316	4,846	9,947	7%	8%	16%	7%	8%	16%	
PR4	1	3,847	4,342	9,107	7%	7%	16%	7%	7%	16%	
PR6	1	2,885	3,308	7,383	6%	7%	15%	6%	7%	15%	

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Bahamas Department of Correctional Services

Position Grade	Crada	Incumbent	Impact (Quantum) (in \$)			Impact % (Average)			Impact %		
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Commissioner of Corrections	PR1	1	5,131	5,752	11,724	7%	8%	16%	7%	8%	16%
Deputy Commissioner of Corrections	PR2	1	4,930	5,506	11,046	7%	8%	16%	7%	8%	16%
Assistant Commissioner of Corrections	PR3	1	4,316	4,846	9,947	7%	8%	16%	7%	8%	16%
Chief Corrections Officer	PR4	1	3,847	4,342	9,107	7%	7%	16%	7%	7%	16%
Principal Corrections Officer	PR6	1	2,885	3,308	7,383	6%	7%	15%	6%	7%	15%

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Bahamas Department of Correctional Services

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
PR1	1	100%	0%	0%	0%	0%	0%
PR2	1	100%	0%	0%	0%	0%	0%
PR3	1	100%	0%	0%	0%	0%	0%
PR4	1	100%	0%	0%	0%	0%	0%
PR6	1	100%	0%	0%	0%	0%	0%
Overall	5	100%	0%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Bahamas Department of Correctional Services

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Commissioner of Corrections	PR1	1	100%	0%	0%	0%	0%	0%
Deputy Commissioner of Corrections	PR2	1	100%	0%	0%	0%	0%	0%
Assistant Commissioner of Corrections	PR3	1	100%	0%	0%	0%	0%	0%
Chief Corrections Officer	PR4	1	100%	0%	0%	0%	0%	0%
Principal Corrections Officer	PR6	1	100%	0%	0%	0%	0%	0%
Overall	-	5	100%	0%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Bahamas Department of Correctional Services

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	-	80,750	1.00	97,750	1.00	97,750	-
Commissioner of Corrections	PR1	71,650	0.89	72,450	0.74	86,734	14,284
Deputy Commissioner of Corrections	PR2	66,350	0.82	67,050	0.69	80,318	13,268
Assistant Commissioner of Corrections	PR3	61,250	0.76	61,950	0.63	74,145	12,195
Chief Corrections Officer	PR4	57,350	0.71	58,050	0.59	69,424	11,374
Principal Corrections Officer	PR6	49,350	0.61	50,050	0.51	59,739	9,689



Pay Range Assessment by Grades

Function: Administrative Personnel

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
A1	36	42,350	45,500	48,650	51,800	54,950	30%	14%	25%	48%	-28%
A6	3	39,050	39,050	39,050	44,090	45,350	16%	13%	-15%	100%	103%
A8	25	39,050	39,330	46,050	47,450	47,450	22%	21%	24%	12%	-4%
A18	2	34,750	35,240	37,200	39,160	39,650	14%	11%	-4%	78%	71%
A20	28	32,250	32,250	38,550	42,470	43,450	35%	32%	-12%	128989%	161224%
A22	2	43,850	43,851	43,855	43,858	43,859	0%	0%	-	-	-

Grade	A1	A6	A8	A18	A20	A22
Positions Covered	 First Assistant Secretary Chief Budget Analyst Chief Revenue Analyst 	 Senior Budget Analyst Senior Revenue Analyst 	Senior Assistant Secretary	Budget AnalystRevenue Analyst	Assistant Secretary	 Assistant Budget Analyst Assistant Revenue Analyst

Pay Range Assessment by Positions

Function: Administrative Personnel

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
First Assistant Secretary	A1	32	42,350	45,920	48,650	52,080	54,950	30%	13%	6%	233%	63%
Chief Budget Analyst	A1	3	45,150	45,290	45,850	46,970	47,250	5%	4%	0%	-	-
Chief Revenue Analyst	A1	1	45,850	45,850	45,850	45,850	45,850	0%	0%	17%	-	-
Senior Budget Analyst	A6	1	39,050	39,050	39,050	39,050	39,050	0%	0%	-7%	100%	113%
Senior Revenue Analyst	A6	2	39,050	39,680	42,200	44,720	45,350	16%	13%	-8%	100%	96%
Senior Assistant Secretary	A8	25	39,050	39,330	46,050	47,450	47,450	22%	21%	33%	-	-
Budget Analyst	A18	1	34,750	34,750	34,750	34,750	34,750	0%	0%	-12%	-	-
Revenue Analyst	A18	1	39,650	39,650	39,650	39,650	39,650	0%	0%	3%	34%	28%
Assistant Secretary	A20	28	32,250	32,250	38,550	42,470	43,450	35%	32%	-12%	-	-
Assistant Budget Analyst	A22	1	43,850	43,850	43,850	43,850	43,850	0%	0%	0%	-	-
Assistant Revenue Analyst	A22	1	43,859	43,859	43,859	43,859	43,859	0%	0%	-	-	-

Outlier Analysis by Grades

Function: Administrative Personnel

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
A1	36	0%	97%	3%
A6	3	0%	100%	0%
A8	25	0%	84%	16%
A18	2	0%	100%	0%
A20	28	0%	100%	0%
A22	2	0%	100%	0%
Overall	96	5%	5%	5%

Outlier Analysis by Positions **Function:** Administrative Personnel

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
First Assistant Secretary	A1	32	0%	97%	3%
Chief Budget Analyst	A1	3	0%	100%	0%
Chief Revenue Analyst	A1	1	0%	100%	0%
Senior Budget Analyst	A6	1	0%	100%	0%
Senior Revenue Analyst	A6	2	0%	100%	0%
Senior Assistant Secretary	A8	25	0%	84%	16%
Budget Analyst	A18	1	0%	100%	0%
Revenue Analyst	A18	1	0%	100%	0%
Assistant Secretary	A20	28	0%	100%	0%
Assistant Budget Analyst	A22	1	0%	100%	0%
Assistant Revenue Analyst	A22	1	0%	100%	0%
Overall		96	0%	95%	5%

Wealth Destruction Analysis by Grades

Function: Administrative Personnel

Grade	Incumbent Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	ge)		Impact %	
Grade	incumbent Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
A1	36	97,277	112,032	254,010	6%	6%	15%	6%	6%	15%
A6	3	5,442	6,473	16,394	4%	5%	13%	4%	5%	13%
A8	25	56,126	65,521	155,926	5%	6%	14%	5%	6%	14%
A18	2	2,677	3,294	9,227	4%	4%	12%	4%	4%	12%
A20	28	39,419	48,195	132,645	4%	4%	12%	4%	5%	13%
A22	2	4,278	5,014	12,095	5%	6%	14%	5%	6%	14%

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Administrative Personnel

Destate a	Curdo	Incumbent	Impa	act (Quantum)	(in \$)	Im	pact % (Avera	ge)	Impact %			
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
First Assistant Secretary	A1	32	87,676	100,881	227,949	6%	6%	15%	6%	6%	15%	
Chief Budget Analyst	A1	3	7,222	8,386	19,583	5%	6%	14%	5%	6%	14%	
Chief Revenue Analyst	A1	1	2,379	2,765	6,478	5%	6%	14%	5%	6%	14%	
Senior Budget Analyst	A6	1	1,561	1,886	5,012	4%	5%	13%	4%	5%	13%	
Senior Revenue Analyst	A6	2	3,880	4,587	11,382	5%	5%	13%	5%	5%	13%	
Senior Assistant Secretary	A8	25	56,126	65,521	155,926	5%	6%	14%	5%	6%	14%	
Budget Analyst	A18	1	1,044	1,330	4,085	3%	4%	12%	3%	4%	12%	
Revenue Analyst	A18	1	1,633	1,964	5,141	4%	5%	13%	4%	5%	13%	
Assistant Secretary	A20	28	39,419	48,195	132,645	4%	4%	12%	4%	5%	13%	
Assistant Budget Analyst	A22	1	2,139	2,507	6,047	5%	6%	14%	5%	6%	14%	
Assistant Revenue Analyst	A22	1	2,140	2,508	6,048	5%	6%	14%	5%	6%	14%	

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Administrative Personnel

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
A1	36	64%	36%	0%	0%	0%	36%
A6	3	67%	33%	0%	0%	0%	33%
A8	25	72%	28%	0%	0%	0%	28%
A18	2	50%	50%	0%	0%	0%	50%
A20	28	54%	46%	0%	0%	0%	46%
A22	2	100%	0%	0%	0%	0%	0%
Overall	96	64%	36%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Administrative Personnel

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
First Assistant Secretary	A1	32	59%	41%	0%	0%	0%	0%
Chief Budget Analyst	A1	3	100%	0%	0%	0%	0%	0%
Chief Revenue Analyst	A1	1	100%	0%	0%	0%	0%	0%
Senior Budget Analyst	A6	1	100%	0%	0%	0%	0%	0%
Senior Revenue Analyst	A6	2	50%	50%	0%	0%	0%	0%
Senior Assistant Secretary	A8	25	72%	28%	0%	0%	0%	0%
Budget Analyst	A18	1	100%	0%	0%	0%	0%	0%
Revenue Analyst	A18	1	0%	100%	0%	0%	0%	0%
Assistant Secretary	A20	28	54%	46%	0%	0%	0%	0%
Assistant Budget Analyst	A22	1	100%	0%	0%	0%	0%	0%
Assistant Revenue Analyst	A22	1	100%	0%	0%	0%	0%	0%
Overall	-	96	64%	36%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Administrative Personnel

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	-	80,750	1.00	97,750	1.00	97,750	-
First Assistant Secretary	A1	47,950	0.59	48,650	0.50	58,045	9,395
Chief Budget Analyst	A1	45,150	0.56	45,850	0.47	54,655	8,805
Chief Revenue Analyst	A1	45,150	0.56	45,850	0.47	54,655	8,805
Senior Budget Analyst	A6	38,350	0.47	39,050	0.40	46,424	7,374
Senior Revenue Analyst	A6	41,500	0.51	42,200	0.43	50,237	8,037
Senior Assistant Secretary	A8	45,350	0.56	46,050	0.47	54,897	8,847
Budget Analyst	A18	34,050	0.42	34,750	0.36	41,218	6,468
Revenue Analyst	A18	38,950	0.48	39,650	0.41	47,150	7,500
Assistant Secretary	A20	37,850	0.47	38,550	0.39	45,818	7,268
Assistant Budget Analyst	A22	43,150	0.53	43,850	0.45	52,234	8,384
Assistant Revenue Analyst	A22	43,159	0.53	43,859	0.45	52,245	8,386

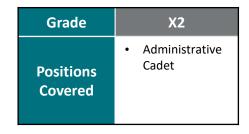


Pay Range Assessment by Grades

Function: Executive Personnel

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
X2	49	13,825	28,350	33,250	39,550	40,250	191%	40%	-	-	-



Pay Range Assessment by Positions

Function: Executive Personnel

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Administrative Cadet	X2	49	13,825	28,350	33,250	39,550	40,250	191%	40%	-	-	-

Outlier Analysis by Grades

Function: Executive Personnel

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Х2	49	2%	98%	0%
Overall	49	2%	98%	0%

Outlier Analysis by Positions

Function: Executive Personnel

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Administrative Cadet	X2	49	2%	98%	0%
Overall	-	49	2%	98%	0%

Wealth Destruction Analysis by Grades

Function: Executive Personnel

Crada	Incumbent Count	Impact (Quantum) (in \$)			Impact % (Average)			Impact %		
Grade	Grade Incumbent Count		СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
X2	49	43,381	56,624	184,054	3%	3%	11%	3%	3%	11%

Wealth Destruction Analysis by Position

Function: Executive Personnel

Position Grade Inc.	Incumbent	Impact (Quantum) (in \$)			Impact % (Average)			Impact %			
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Administrative Cadet	X2	49	43,381	56,624	184,054	3%	3%	11%	3%	3%	11%

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Executive Personnel

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
X2	49	53%	47%	0%	0%	0%	0%
Overall	49	53%	47%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Executive Personnel

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Administrative Cadet	X2	49	53%	47%	0%	0%	0%	0%
Overall	-	49	53%	47%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Executive Personnel

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	F	80,750	1.00	97,750	1.00	97,750	-
Administrative Cadet	X2	32,550	0.40	33,250	0.34	39,403	6,153



Pay Range Assessment by Grades

Function: Statistical Personnel

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
ES2	2	58,750	58,820	59,100	59,380	59,450	1%	1%	1%	33%	23%
ES5	2	57,750	57,900	58,500	59,100	59,250	3%	2%	16%	-	-
ES6	1	50,250	50,250	50,250	50,250	50,250	0%	0%	37%	-	-
ES8	1	36,750	36,750	36,750	36,750	36,750	0%	0%	-11%	-	-
ES9	1	41,200	41,200	41,200	41,200	41,200	0%	0%	-	-	-

Grade	ES2	ES5	ES6	ES8	ES9
Positions Covered	Senior Deputy Director of Economic Planning	 Deputy Director of Economics Chief Economist 	Senior Economist	• Economist	Assistant Economist

Pay Range Assessment by Positions

Function: Statistical Personnel

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Senior Deputy Director of Economic Planning	ES2	2	58,750	58,820	59,100	59,380	59,450	1%	1%	0%	-	-
Deputy Director of Economics	ES5	1	59,250	59,250	59,250	59,250	59,250	0%	0%	3%	-	-
Chief Economist	ES5	1	57,750	57,750	57,750	57,750	57,750	0%	0%	15%	-	-
Senior Economist	ES6	1	50,250	50,250	50,250	50,250	50,250	0%	0%	37%	-	-
Economist	ES8	1	36,750	36,750	36,750	36,750	36,750	0%	0%	-11%	-	-
Assistant Economist	ES9	1	41,200	41,200	41,200	41,200	41,200	0%	0%	-	-	-

Outlier Analysis by Grades

Function: Statistical Personnel

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
ES2	2	0%	100%	0%
ES5	2	0%	100%	0%
ES6	1	0%	100%	0%
ES8	1	0%	100%	0%
ES9	1	0%	100%	0%
Overall	7	0%	100%	0%

Outlier Analysis by Positions

Function: Statistical Personnel

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Senior Deputy Director of Economic Planning	ES2	2	0%	100%	0%
Deputy Director of Economics	ES5	1	0%	100%	0%
Chief Economist	ES5	1	0%	100%	0%
Senior Economist	ES6	1	0%	100%	0%
Economist	ES8	1	0%	100%	0%
Assistant Economist	ES9	1	0%	100%	0%
Overall		7	0%	100%	0%

Wealth Destruction Analysis by Grades

Function: Statistical Personnel

Grade	Incumbent Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	ge)	Impact %			
Grade	incumbent count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
ES2	2	7,051	8,052	17,694	6%	7%	15%	6%	7%	15%	
ES5	2	3,811	4,303	9,042	7%	7%	16%	3%	4%	8%	
ES6	1	2,909	3,334	7,426	6%	7%	15%	6%	7%	15%	
ES8	1	1,285	1,589	4,516	3%	4%	12%	3%	4%	12%	
ES9	1	1,820	2,164	5,475	4%	5%	13%	4%	5%	13%	

[•] Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Statistical Personnel

Position	Grade	Incumbent	Impa	act (Quantum) ((in \$)	Im	ıpact % (Avera	ge)	Impact %		
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Senior Deputy Director of Economic Planning	ES2	2	7,051	8,052	17,694	6%	7%	15%	6%	7%	15%
Deputy Director of Economics	ES5	1	0	0	0	-	-	-	0%	0%	0%
Chief Economist	ES5	1	3,811	4,303	9,042	7%	7%	16%	7%	7%	16%
Senior Economist	ES6	1	2,909	3,334	7,426	6%	7%	15%	6%	7%	15%
Economist	ES8	1	1,285	1,589	4,516	3%	4%	12%	3%	4%	12%
Assistant Economist	ES9	1	1,820	2,164	5,475	4%	5%	13%	4%	5%	13%

MoF Increment Data is not available for "Deputy Director of Economics"

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Statistical Personnel

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
ES2	2	100%	0%	0%	0%	0%	0%
ES5	2	100%	0%	0%	0%	0%	0%
ES6	1	100%	0%	0%	0%	0%	0%
ES8	1	100%	0%	0%	0%	0%	0%
ES9	1	100%	0%	0%	0%	0%	0%
Overall	7	100%	0%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Statistical Personnel

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Senior Deputy Director of Economic Planning	ES2	2	100%	0%	0%	0%	0%	0%
Deputy Director of Economics	ES5	1	100%	0%	0%	0%	0%	0%
Chief Economist	ES5	1	100%	0%	0%	0%	0%	0%
Senior Economist	ES6	1	100%	0%	0%	0%	0%	0%
Economist	ES8	1	100%	0%	0%	0%	0%	0%
Assistant Economist	ES9	1	100%	0%	0%	0%	0%	0%
Overall	-	7	100%	0%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Statistical Personnel

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	F	80,750	1.00	97,750	1.00	97,750	-
Senior Deputy Director of Economic Planning	ES2	58,300	0.72	59,100	0.60	70,574	11,474
Deputy Director of Economics	ES5	-	-	59,250	0.61	-	-
Chief Economist	ES5	57,050	0.71	57,750	0.59	69,061	11,311
Senior Economist	ES6	49,550	0.61	50,250	0.51	59,982	9,732
Economist	ES8	36,050	0.45	36,750	0.38	43,639	6,889
Assistant Economist	ES9	40,500	0.50	41,200	0.42	49,026	7,826



Pay Range Assessment by Grades

Function: Finance & Audit Personnel

Annual Figures in \$

Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
FA1	3	3	76,750	76,750	76,750	76,750	76,750	0%	0%	7%	-
FA2	1	1	71,950	71,950	71,950	71,950	71,950	0%	0%	6%	-
FA3	1	1	67,650	67,650	67,650	67,650	67,650	0%	0%	17%	-50%
FA4	16	14	53,550	55,990	57,750	58,950	62,950	18%	5%	9%	54%
FA5	31	31	49,350	50,750	52,850	55,650	58,450	18%	10%	10%	30%
FA6	27	27	44,450	45,150	47,950	48,650	51,450	16%	8%	13%	15%
FA7	31	31	36,750	38,850	42,350	45,150	45,850	25%	16%	15%	25%
FA8	40	39	24,000	34,050	36,850	40,350	41,050	71%	19%	-	-

Grade	FA1	FA2	FA3	FA4	FA5	FA6	FA7	FA8
Positions Covered	 Senior Deputy Auditor General Senior Deputy Treasurer Senior Financial Controller 	Deputy Treasurer	Assistant Treasurer	Finance and Accounting Officer I	Finance and Accounting Officer II	Finance and Accounting Officer III	Accountant	Assistant Accountant

Pay Range Assessment by Positions

Function: Finance & Audit Personnel

Annual Figures in \$

Position	Grade	Incumbent Count	Minimum	P10	Median	P90	Maximum	Range Spread (Min to Max)	Range Spread (P10 to P90)	Mid Point Progression	Overlap (Min to Max)	Overlap (P10 to P90)
Senior Deputy Auditor General	FA1	1	76,750	76,750	76,750	76,750	76,750	0%	0%	0%	-	-
Senior Deputy Treasurer	FA1	1	76,750	76,750	76,750	76,750	76,750	0%	0%	0%	-	-
Senior Financial Controller	FA1	1	76,750	76,750	76,750	76,750	76,750	0%	0%	7%	-	-
Deputy Treasurer	FA2	1	71,950	71,950	71,950	71,950	71,950	0%	0%	6%	-	-
Assistant Treasurer	FA3	1	67,650	67,650	67,650	67,650	67,650	0%	0%	17%	-50%	-294%
Finance and Accounting Officer I	FA4	14	53,550	55,990	57,750	58,950	62,950	18%	5%	9%	54%	-7%
Finance and Accounting Officer II	FA5	31	49,350	50,750	52,850	55,650	58,450	18%	10%	10%	30%	-60%
Finance and Accounting Officer III	FA6	27	44,450	45,150	47,950	48,650	51,450	16%	8%	13%	15%	0%
Accountant	FA7	31	36,750	38,850	42,350	45,150	45,850	25%	16%	15%	25%	24%
Assistant Accountant	FA8	39	24,000	34,050	36,850	40,350	41,050	71%	19%	-	-	-

Outlier Analysis by Grades

Function: Finance & Audit Personnel

Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
FA1	3	0%	100%	0%
FA2	1	0%	100%	0%
FA3	1	0%	100%	0%
FA4	14	0%	100%	0%
FA5	31	0%	100%	0%
FA6	27	0%	100%	0%
FA7	31	0%	100%	0%
FA8	39	3%	95%	3%
Overall	147	1%	99%	1%

Outlier Analysis by Positions

Function: Finance & Audit Personnel

Position	Grade	Incumbent Count	Below Minimum	Within Range	Above Maximum
Senior Deputy Auditor General	FA1	1	0%	100%	0%
Senior Deputy Treasurer	FA1	1	0%	100%	0%
Senior Financial Controller	FA1	1	0%	100%	0%
Deputy Treasurer	FA2	1	0%	100%	0%
Assistant Treasurer	FA3	1	0%	100%	0%
Finance and Accounting Officer I	FA4	14	0%	100%	0%
Finance and Accounting Officer II	FA5	31	0%	100%	0%
Finance and Accounting Officer III	FA6	27	0%	100%	0%
Accountant	FA7	31	0%	100%	0%
Assistant Accountant	FA8	39	3%	95%	3%
Overall		147	1%	99%	1%

Wealth Destruction Analysis by Grades

Function: Finance & Audit Personnel

Grade	Incombant Count	Impa	act (Quantum) (in \$)	In	npact % (Averag	se)	Impact %			
Grade	Incumbent Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market	
FA1	3	16,946	18,924	37,951	7%	8%	16%	7%	8%	16%	
FA2	1	5,071	5,687	11,616	7%	8%	16%	7%	8%	16%	
FA3	1	4,554	5,132	10,689	7%	8%	16%	7%	8%	16%	
FA4	14	47,008	53,847	119,653	6%	7%	15%	6%	7%	15%	
FA5	31	100,708	114,675	249,077	6%	7%	15%	6%	7%	15%	
FA6	27	68,873	79,635	183,191	5%	6%	14%	5%	6%	14%	
FA7	31	60,212	71,163	176,538	5%	5%	13%	5%	5%	13%	
FA8	39	52,132	63,940	179,341	4%	4%	12%	4%	4%	12%	

Market Increment is assumed to be 5% across years

[•] Impact (Quantum) - Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024

[•] Impact % (Average) - Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF

[•] Impact % - Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Wealth Destruction Analysis by Positions

Function: Finance & Audit Personnel

Position	Grade	Incumbent	Impa	act (Quantum) ((in \$)	lm	pact % (Averag	ge)	Impact %		
Position	Grade	Count	Inflation	СРІ	Market	Inflation	СРІ	Market	Inflation	СРІ	Market
Senior Deputy Auditor General	FA1	1	5,649	6,308	12,650	7%	8%	16%	7%	8%	16%
Senior Deputy Treasurer	FA1	1	5,649	6,308	12,650	7%	8%	16%	7%	8%	16%
Senior Financial Controller	FA1	1	5,649	6,308	12,650	7%	8%	16%	7%	8%	16%
Deputy Treasurer	FA2	1	5,071	5,687	11,616	7%	8%	16%	7%	8%	16%
Assistant Treasurer	FA3	1	4,554	5,132	10,689	7%	8%	16%	7%	8%	16%
Finance and Accounting Officer I	FA4	14	47,008	53,847	119,653	6%	7%	15%	6%	7%	15%
Finance and Accounting Officer II	FA5	31	100,708	114,675	249,077	6%	7%	15%	6%	7%	15%
Finance and Accounting Officer III	FA6	27	68,873	79,635	183,191	5%	6%	14%	5%	6%	14%
Accountant	FA7	31	60,212	71,163	176,538	5%	5%	13%	5%	5%	13%
Assistant Accountant	FA8	39	52,132	63,940	179,341	4%	4%	12%	4%	4%	12%

- Market Increment is assumed to be 5% across years
- Impact (Quantum) Presents the sum of difference between actual base pay in 2024 and inflation/CPI/Market based base pay in 2024
- Impact % (Average) Computed across incumbents as Impact (Quantum)/Actual Base Pay of MoF
- Impact % Computed as Total Impact (Quantum) at a level / Total Actual Base Pay in MOF at that level

Pay Positioning in the Market across Grades

Function: Finance & Audit Personnel

Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
FA1	3	100%	0%	0%	0%	0%	0%
FA2	1	100%	0%	0%	0%	0%	0%
FA3	1	100%	0%	0%	0%	0%	0%
FA4	14	71%	29%	0%	0%	0%	0%
FA5	31	77%	23%	0%	0%	0%	0%
FA6	27	74%	26%	0%	0%	0%	0%
FA7	31	55%	45%	0%	0%	0%	0%
FA8	39	51%	49%	0%	0%	0%	0%
Overall	147	65%	35%	0%	0%	0%	0%

Pay Positioning in the Market across Positions

Function: Finance & Audit Personnel

Position	Grade	Incumbent Count	Green Dot (Below P10)	Q1 (P10 – P25)	Q2 (P25 – P50)	Q3 (P50 – P75)	Q4 (P75 – P90)	Red Dot (Above P90)
Senior Deputy Auditor General	FA1	1	100%	0%	0%	0%	0%	0%
Senior Deputy Treasurer	FA1	1	100%	0%	0%	0%	0%	0%
Senior Financial Controller	FA1	1	100%	0%	0%	0%	0%	0%
Deputy Treasurer	FA2	1	100%	0%	0%	0%	0%	0%
Assistant Treasurer	FA3	1	100%	0%	0%	0%	0%	0%
Finance and Accounting Officer I	FA4	14	71%	29%	0%	0%	0%	0%
Finance and Accounting Officer II	FA5	31	77%	23%	0%	0%	0%	0%
Finance and Accounting Officer III	FA6	27	74%	26%	0%	0%	0%	0%
Accountant	FA7	31	55%	45%	0%	0%	0%	0%
Assistant Accountant	FA8	39	51%	49%	0%	0%	0%	0%
Overall		147	65%	35%	0%	0%	0%	0%

Pay Gap basis Ratios

Function: Finance & Audit Personnel

Position	Grade	Median Pay for FY23	Ratio for FY23	Median Pay for FY24	Ratio for FY24	Salary to maintain 2023 Ratio	Pay Gap to maintain 2023 Ratio (Salary as per 2023 Ratio - Median Pay 2024)
Permanent Secretary	-	80,750	1.00	97,750	1.00	97,750	-
Senior Deputy Auditor General	FA1	75,950	0.94	76,750	0.79	91,939	15,189
Senior Deputy Treasurer	FA1	75,950	0.94	76,750	0.79	91,939	15,189
Senior Financial Controller	FA1	75,950	0.94	76,750	0.79	91,939	15,189
Deputy Treasurer	FA2	71,150	0.88	71,950	0.74	86,129	14,179
Assistant Treasurer	FA3	66,850	0.83	67,650	0.69	80,924	13,274
Finance and Accounting Officer I	FA4	56,950	0.71	57,750	0.59	68,939	11,189
Finance and Accounting Officer II	FA5	52,150	0.65	52,850	0.54	63,129	10,279
Finance and Accounting Officer III	FA6	47,250	0.59	47,950	0.49	57,197	9,247
Accountant	FA7	41,650	0.52	42,350	0.43	50,418	8,068
Assistant Accountant	FA8	36,150	0.45	36,850	0.38	43,760	6,911

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